

# Maximizing Productivity and ROI from AI in HR



### JD Creator

Fill Suggested JD

We are seeking an experienced Project Manager for the successful completion of various projects

### Attrition Risks

- High Risk
- No Risk
- High Risk
- No Risk

### Talent Marketplace

- [Profile]
- [Profile]

Search

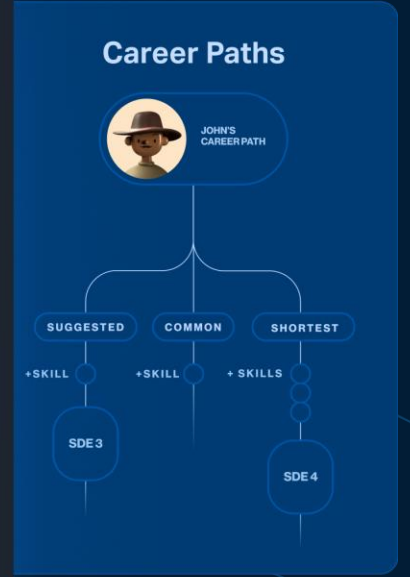
VR The 3 Golden Rules Professional Graphic Designers Don't want you to  
Expiry date: 26-10-2024

How are you feeling today?

05 TASKS | 09 REQUESTS

Attendance | Leaves | Travel & Expense

Performance | Feedback | HR Documents



54% of your reportees achievement % have Objectives less than 30%

ACT >

Hello!

I'm Aditya Gupta

Region Head of Strategic  
Accounts 



# AI Has Seen A Meteoric Rise Over the Last Year

**57,933**

AI companies currently operate around the world.

**\$154**

billion spent on artificial intelligence solutions.

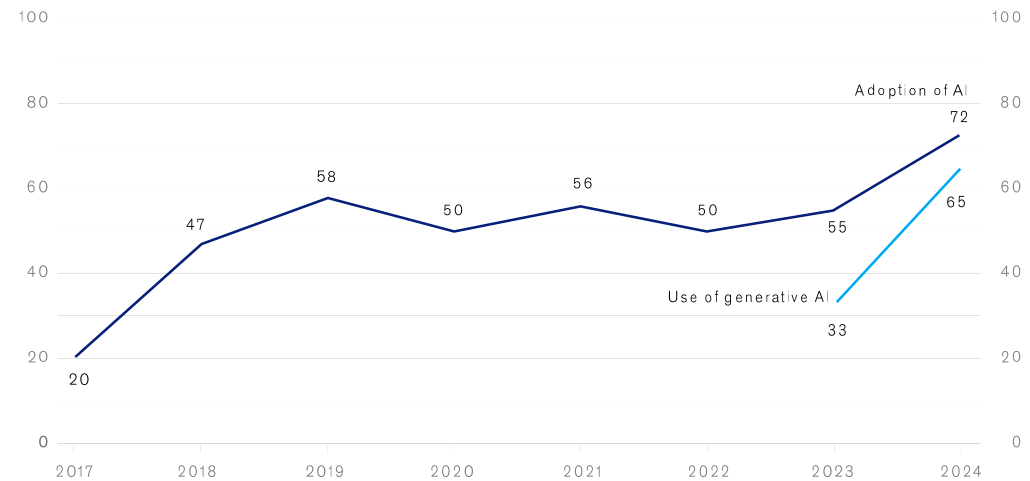
**35%**

of the world's businesses work with AI

Source: Springs App

AI adoption worldwide has increased dramatically in the past year, after years of little meaningful change.

Organizations that have adopted AI in at least 1 business function,<sup>1</sup> % of respondents



In 2017, the definition for AI adoption was using AI in a core part of the organization's business or at scale. In 2018 and 2019, the definition was embedding at least 1 AI capability in business processes or products. Since 2020, the definition has been that the organization has adopted AI in at least 1 function. Source: McKinsey Global Survey on AI, 1,363 participants at all levels of the organization, Feb 22–Mar 6, 2024

# And, Leaders face Pressure to Implement AI, or Risk Being Left Behind



**76%**

of HR leaders agree they will be **lagging in organizational success** if they don't adopt Gen-AI in **next 12 to 24 months**

Source: Gartner



**22%**

But only 22% of HR leaders are **highly engaged in enterprise-wide discussions on Gen AI**

Source: Gartner

# AI Pulse Check

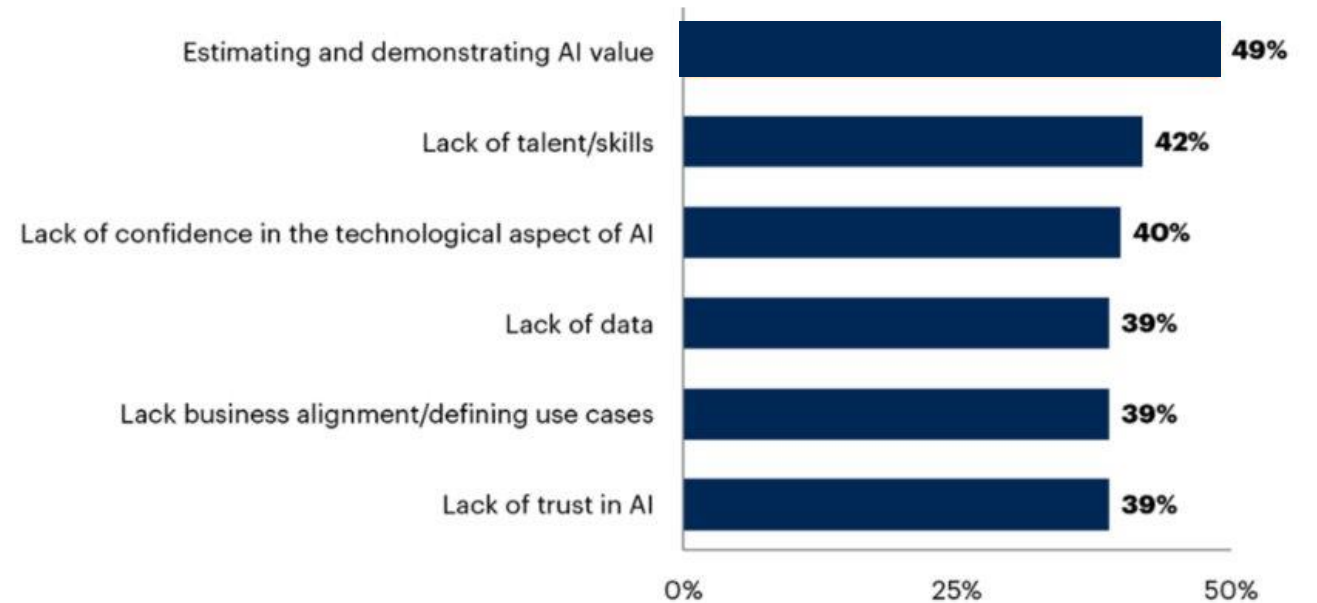


Scan this QR code  
to join →



**But, several challenges are holding them back from integrating AI in HR**

**Figure 1: Top Barriers to Implement AI Techniques (Sum of Top 3 Ranks)**



\* Gartner AI in the Enterprise Survey 2023

HR'S AGILITY  
&  
WORKFORCE  
EXPERIENCE



# **How can HR Prioritize & Invest in AI To Maximize Productivity and Adoption?**

# Industry's First HR-Centric Large Language Model

DARWINBOX'S LLM

## PROSE






People's **R**elational and **O**rganizational **S**emantic **E**ngine

Pre-trained on 100,000+  
resumes, performance reviews, skills & policies



# Innovating Responsibly

Darwinbox's guiding pillars of AI Innovation

-  **Fairness & Inclusivity**
-  **Reliability & Safety**
-  **Transparency**
-  **Privacy and Security**
-  **Accountability**

## Investments in Responsible AI



**Certifications & compliance**



**Diversified advisory board**



**Microsoft Azure powered responsible AI layer check**

# Five Levels of Maturity

## Maximizing Productivity from AI Investments in HR



# Level 1: AI for Creativity & Content Generation

AI-Powered ⚡

# Level 1: AI for Creativity and Content Generation

## Use Cases

Employee communications

Job description generation

Goal generations

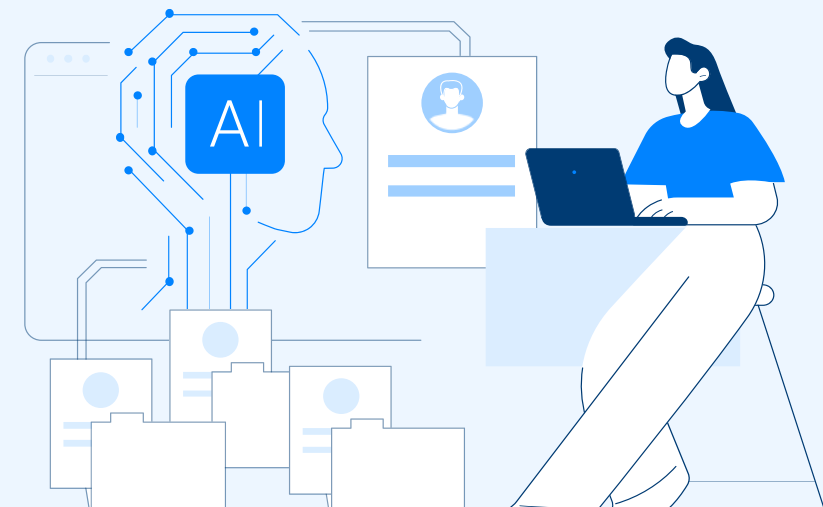
Performance review assistance

Feedback summarization


And more...

## Key Benefits & Impact

- Scalable personalization
- Bias elimination
- Rapid creative iteration
- Efficient content production



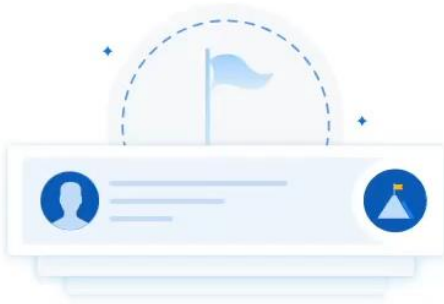
# Tailored Goal Creation

All  Search by Employee Name, Designation or Department19

**Goal Plan**

My Goal Plan My Team Goal My Org. Goal Competency

Select Goal Plan  
Acme FY24-25



There are no Goals for this Goal Plan. Goal setting is powerful because it provides focus. Start adding Goals using buttons below.

[View Journal](#) [+ Add Goal](#)

**Alice Fischer**

Sr R&D Associate  
AC40023  
alice.fischer@acmecorp.com

- Profile >
- Flows >
- Compensation
- Benefits
- Leave
- Attendance
- Performance
- Overview
- Goal Plan**

Powered by: Darwinbox | Privacy Policy

**Level 2:**

# Unboxing ROI with Operational Efficiency

AI-Powered ⚡



# Level 2: AI for Operational Efficiency

## Use Cases

Automating routine tasks

Auto-workflow generation

Optical Character Recognition (OCR)

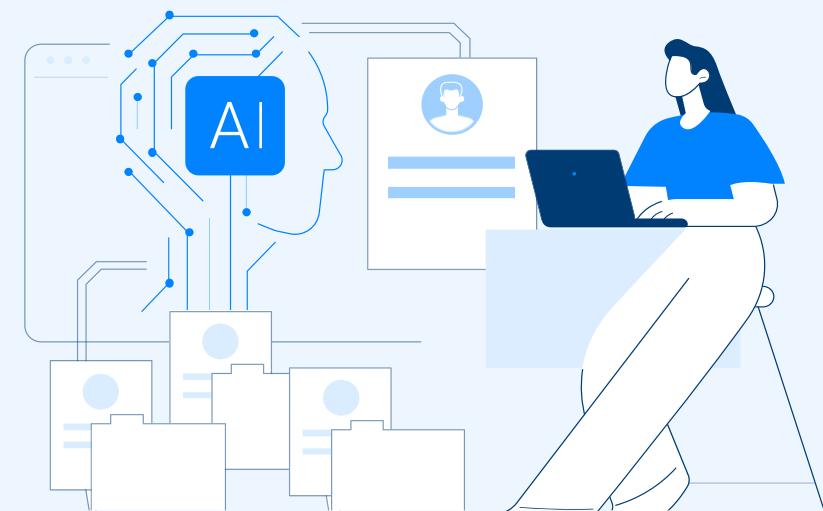
Anomaly or risk detection

Smart nudges & recommendations


And more...

## Key Benefits & Impact


- Process automation
- Reduction of human error
- Resource optimization
- Easy to maintain




# Workflow Insights for Easy Decisions


Search by Employee1 Name, Designation1 or Departme...37SK


**Status :** Contract Review Pending Pending with : Dwight Schrute (VivekEMPID)|Michelle Adams (AC45923)|Shankar HOD (NotU681)|Rr Aa ()

 You can now click on 'Generate Summary' to view the summary of the process **GENERATE SUMMARY**

STATUS	EVENT DETAILS	DATE
✔	Recommendation for Extension of Contract period till 14-08-2024 By Amanda Jones (AC23356) (Self)	10-06-2024
✔	Recommendation for Extension of Contract period till 14-08-2024 By Sam Krosnov (AC19876) (Manager)	10-06-2024
⋮	Process Pending for inputs with Dwight Schrute (VivekEMPID) Michelle Adams (AC45923) Show More... ( Admin )	

 **AJ**  
**Amanda Jones**  
Key Account Executive  
Test\_Dep  
AC23356  
amanda.j@acmecorp.in

 Profile

 Flows  
Flow Requests

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# Level 3: Unboxing ROI with Employee Experience

AI-Powered ⚡

# Level 3: AI for Employee Experience

## Use Cases

Gen-AI for Service Delivery

Candidate Assistant

Employee Sentiment Analysis

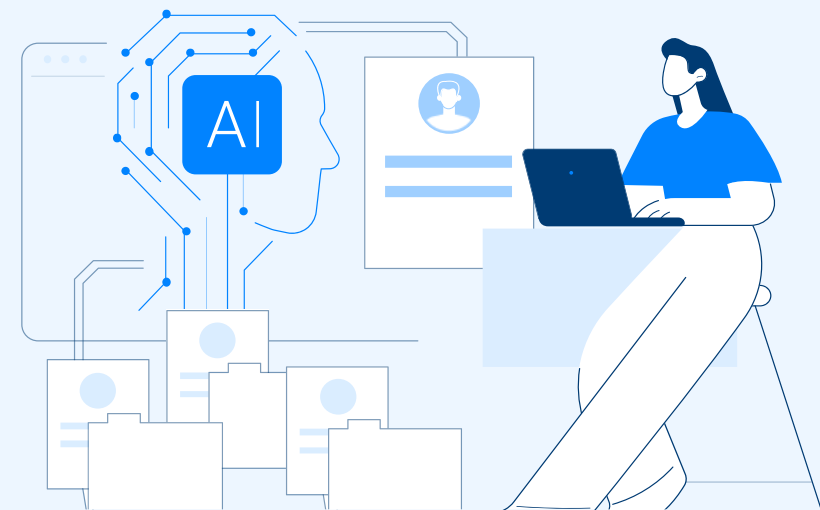
Clustering to Identify Critical Segments

Topic Modelling

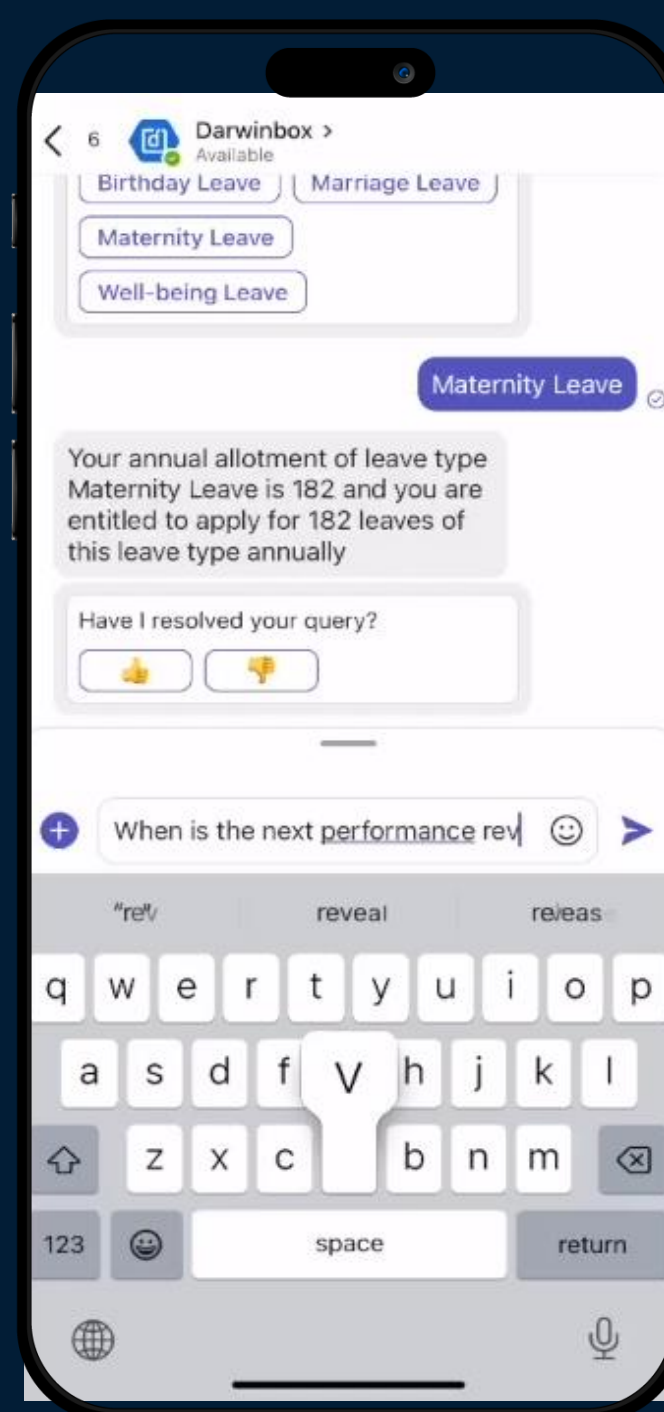
And more...

## Key Benefits & Impact




- ChatGPT adoption led to higher comfort with conversational interfaces than before
- Delightful service delivery with personalized and contextual responses
- Unlock 2 to 5% HR efficiency and productivity gains with Gen-AI HR Virtual Assistants
- Deeper understanding of voice of employee














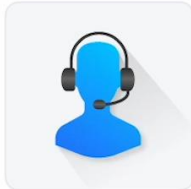










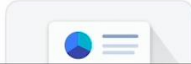

# Gen-AI Powered Employee Service Delivery



# Employee Journeys

**ACME**    

### MY ACCESS

 Requests & Tasks	 Employees	 Vibe	 Reimbursement	 Compensation	 Attendance
 Leaves	 HR Documents	 Recruitment	 Calendar	 Performance	 Helpdesk
 Recognition	 Time Sheet	 Learning	 Reports	 Analytics	 Ask Darwin
					

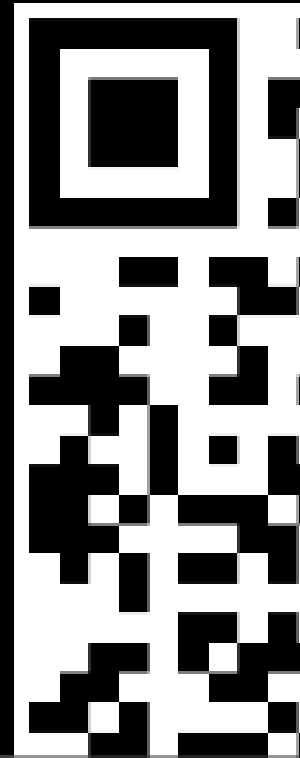
# AI Pulse Check



To join, go to: [ahaslides.com/FOWSC](https://ahaslides.com/FOWSC)

Need tailored solutions for your organization? [Contact us](#).

Scan this QR code  
to join →





# Level 4: AI for Talent Intelligence

AI-Powered ⚡

# The Career Talent Marketplace



## Talent Experience

### My Work Profile

- Aspiration
- Competency / Skill
- Development Areas

### My Passions

- Interests
- Community
- Sense of Attachment

### My Growth

- Opportunities
- Promotions
- Mobility

### My Development

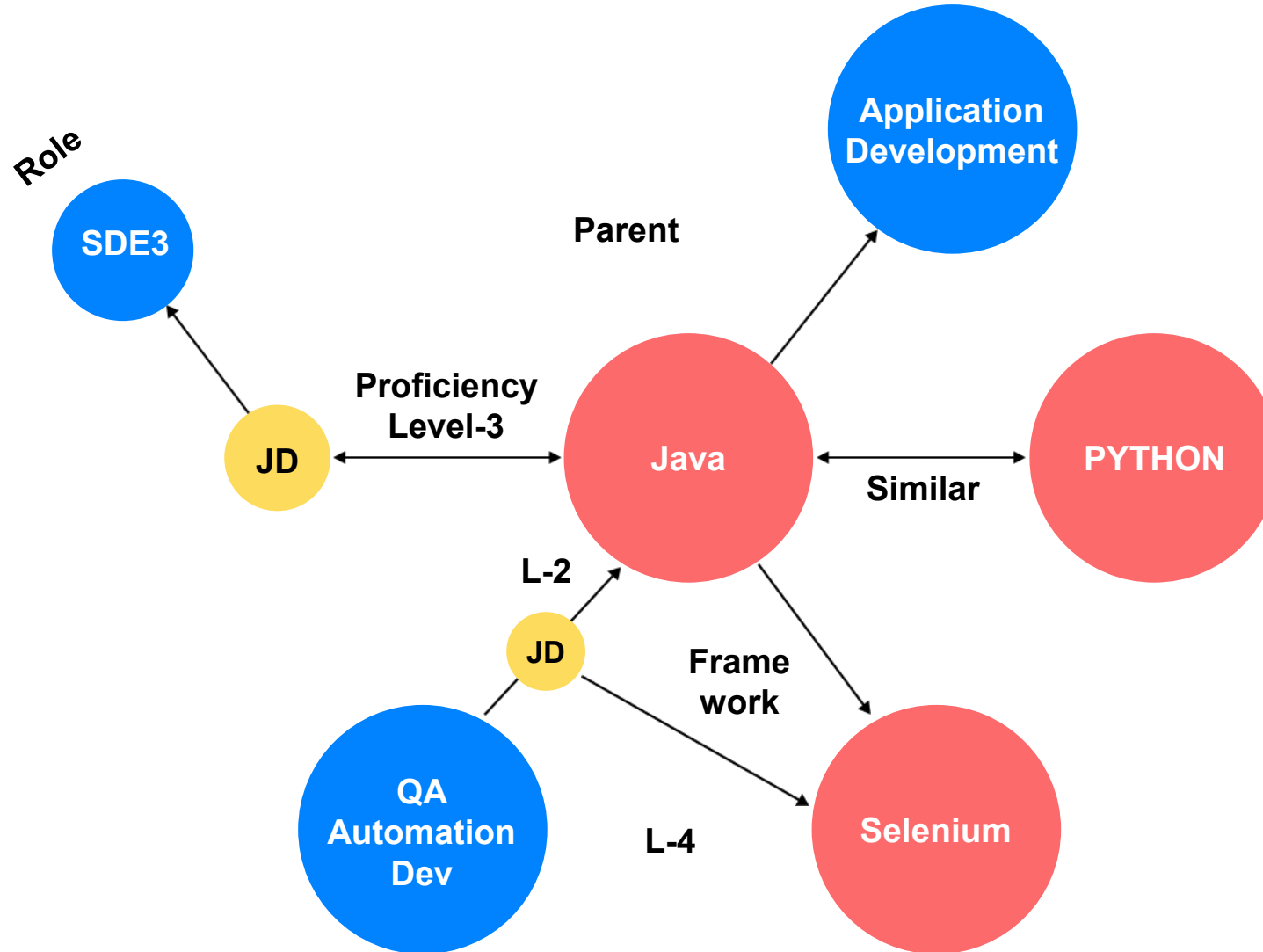
- Skill / Competency-based
- Self Directed learning
- Line Manager Support

*Skills*

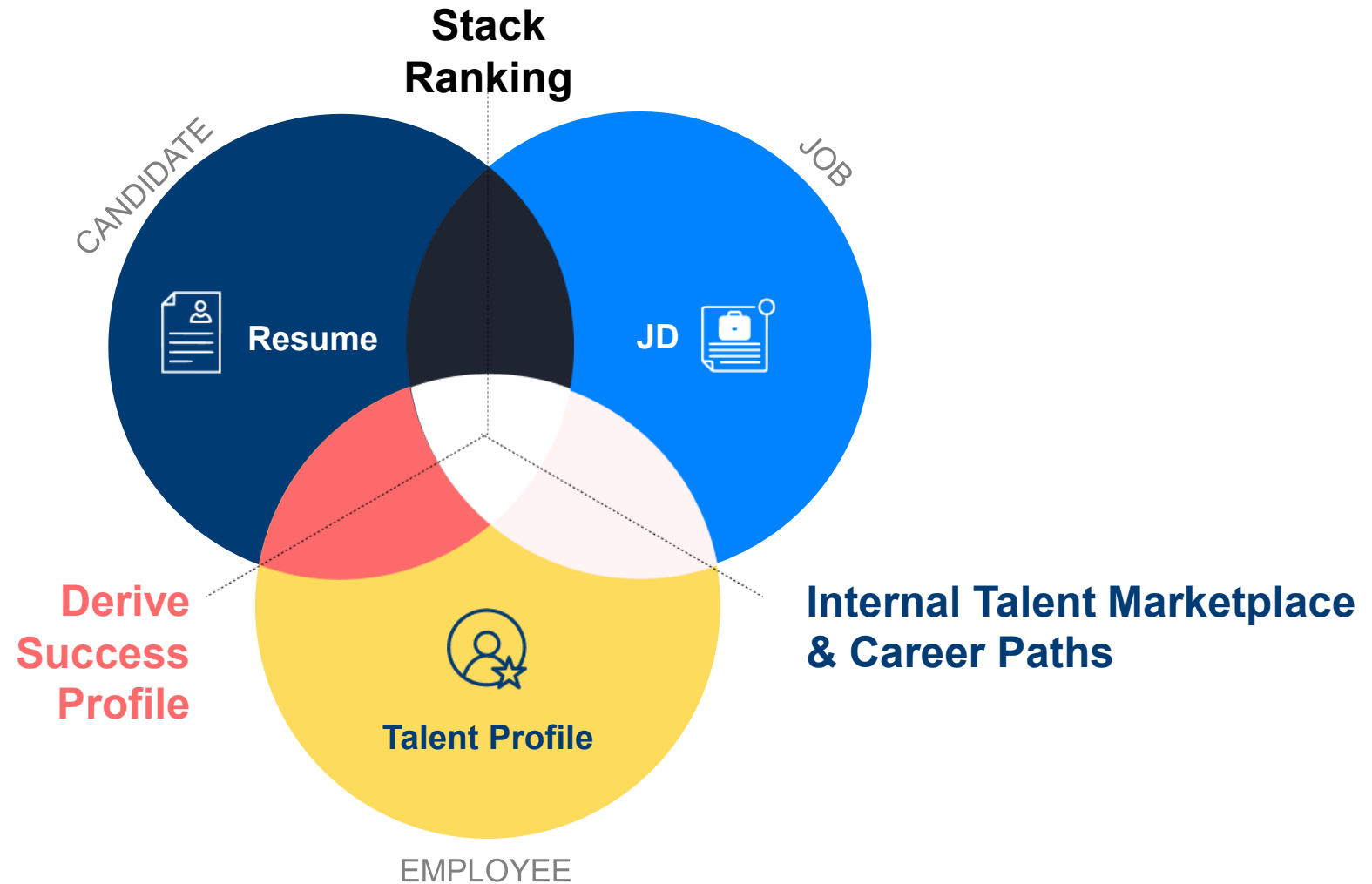
**Right person for the Right Jobs**

# Skills as the backbone for Talent Management

# Skills as the backbone for Talent Management



# Skills as the backbone for Talent Management





Why is Talent Intelligence a  
**High Impact Use case with Low Adoption**

Simplify the foundational setup for  
Talent Intelligence using AI

# Career Exploration

← My Career plan

1 **Reflect**  
Know yourself better

2 **Plan**  
Choose role

3 **Develop**  
Create goals

Previous Next

Search

Switch to grid

**Sr. R&D Associate** R&D  
1.5 Years (in current role)

**Recommended**  
**R&D Manager** R&D  
1 - 3 Years  
84%  
4 People moved in this role  
+ 5 roles

**Next Best Match**  
**R&D Materials Engineer** Engineering  
2 - 4 Years  
57%  
3 People moved in this role  
+ 3 roles

+ 9 more career paths



# Career Architecture Setup

< Talent Intelligence

Skill Administration   Job Description   Career Architecture



## Define Career Architecture through Intelligent Automation..

**1**

### Get Job Families

Split your job roles in relevant job families

**2**

### Score Job Roles

Get relevant evaluation scores for all roles

**3**

### Create Job Levels

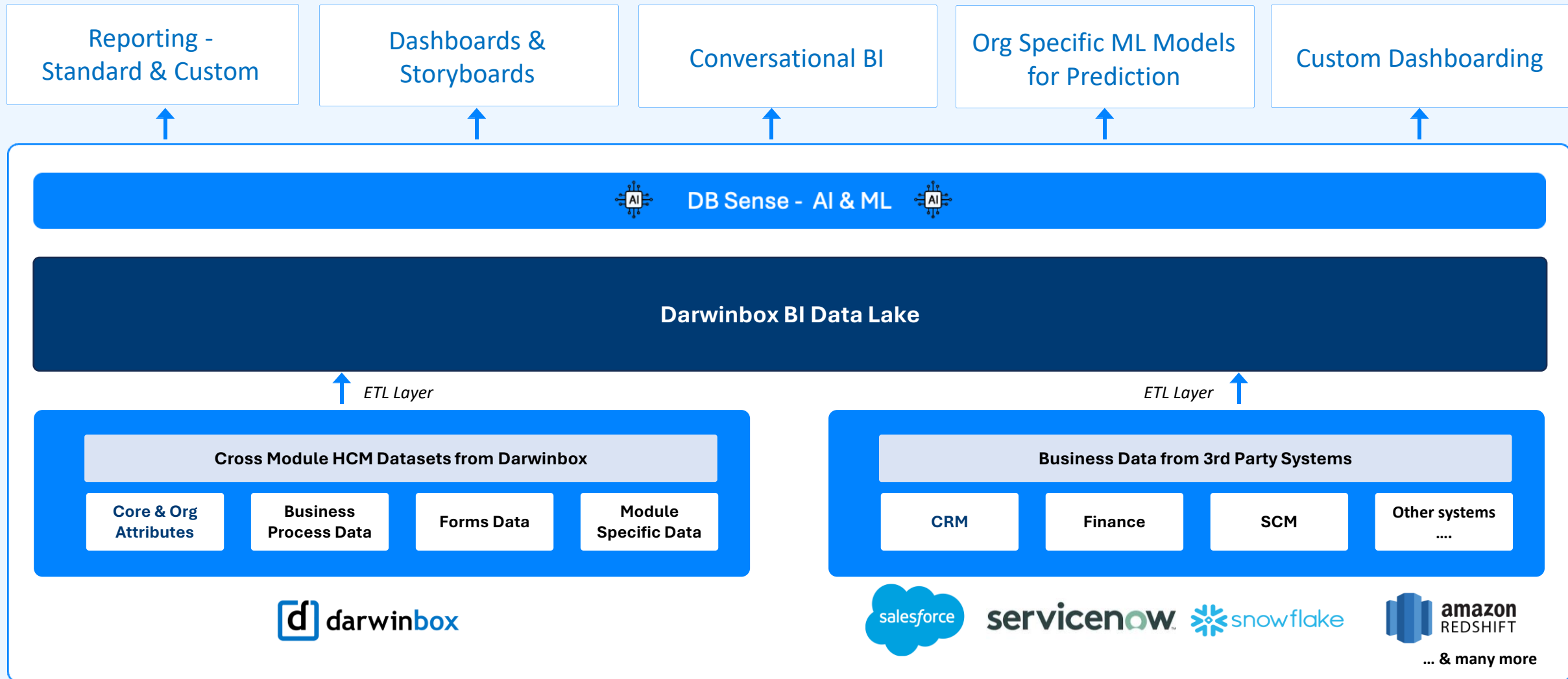
Create Job Levels for roles with closer scores

[Get Started](#)

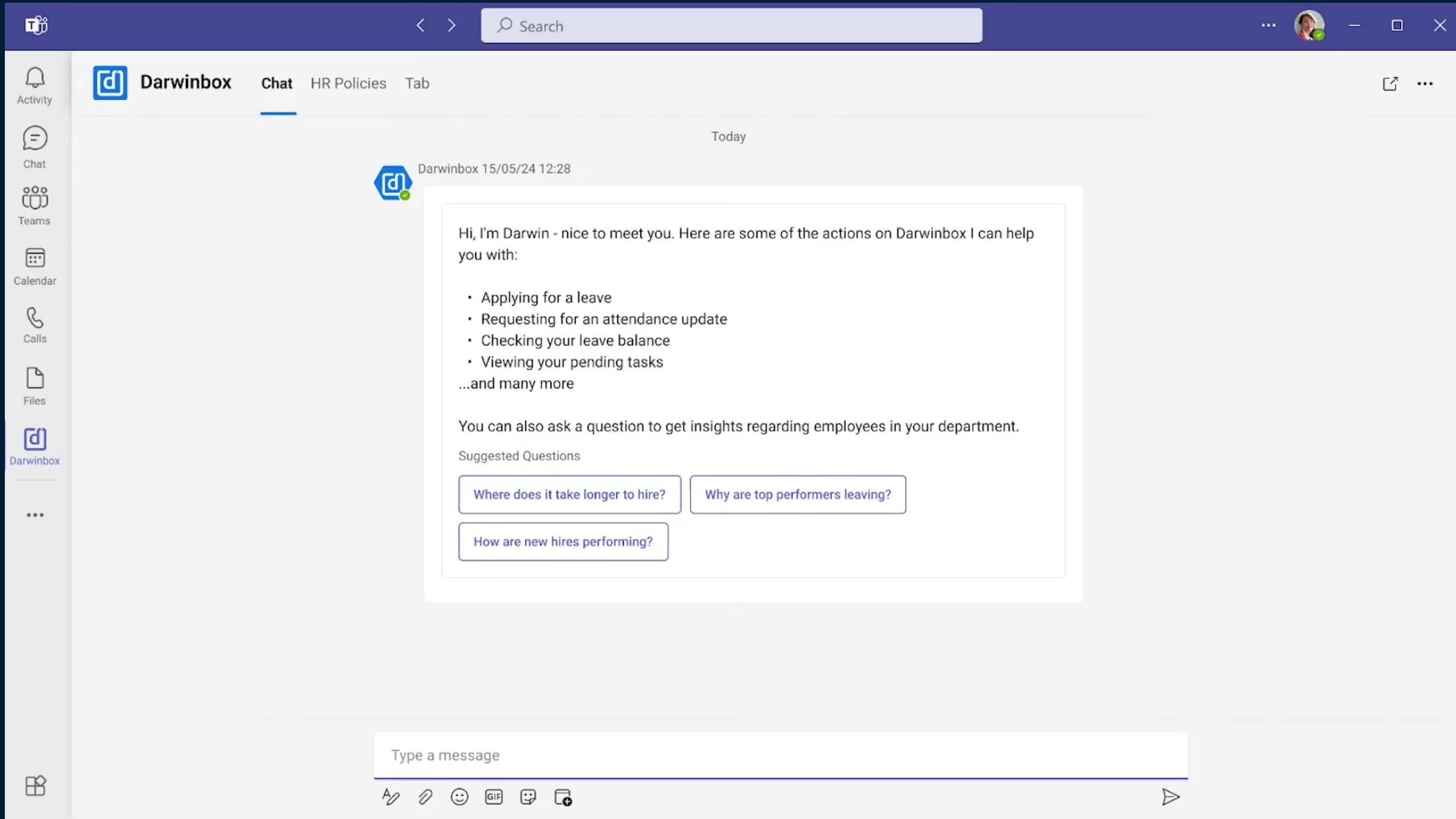
# Level 5: AI for Business Intelligence

AI-Powered ⚡

# DB Sense is embedded as a horizontal layer on top of the BI capability



# Conversational Layer in BI



The screenshot shows a Microsoft Teams chat window. The top bar includes a search bar and a user profile. The chat header shows 'Darwinbox' and 'Chat'. The main chat area displays a message from Darwinbox dated 15/05/24 at 12:28. The message content is as follows:

Hi, I'm Darwin - nice to meet you. Here are some of the actions on Darwinbox I can help you with:

- Applying for a leave
- Requesting for an attendance update
- Checking your leave balance
- Viewing your pending tasks

...and many more

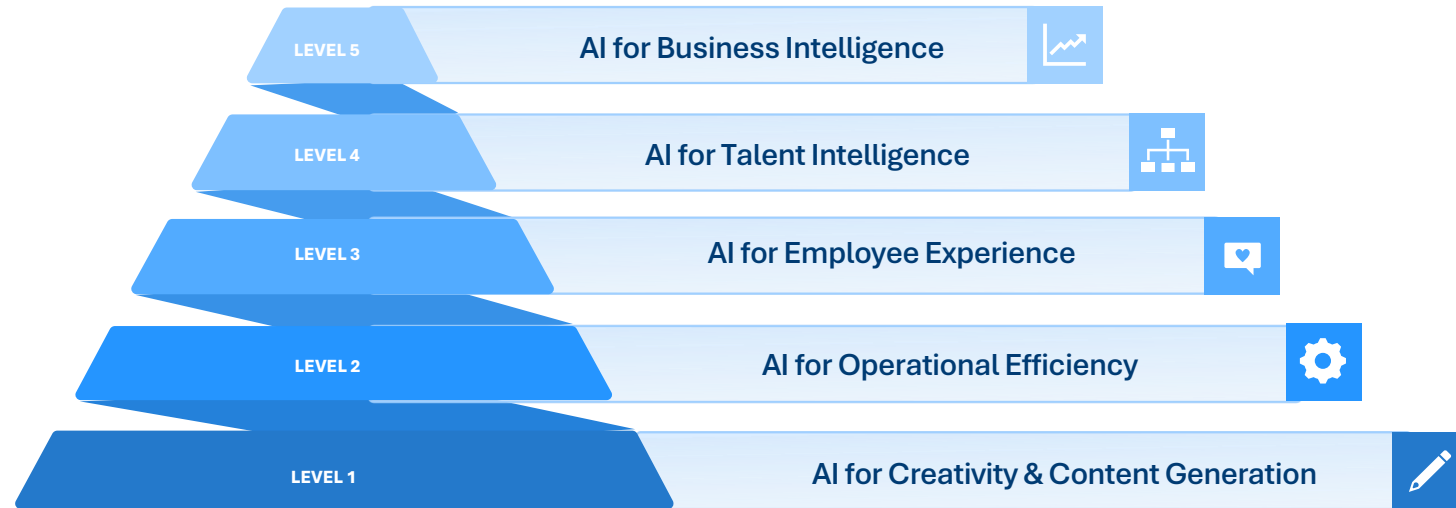
You can also ask a question to get insights regarding employees in your department.

Suggested Questions

- Where does it take longer to hire?
- Why are top performers leaving?
- How are new hires performing?

The chat input field at the bottom contains the placeholder text 'Type a message' and includes icons for attachments, emojis, and a send button.

## To summarize



- AI is not the purview of the IT teams, but the functional teams too
- Leverage it to enable the manager to create the next generation of people capability for business outcomes
- Think of AI not as features but as platform themes
- AI
  - Eliminates Hand work
  - Enriches the Heart work
  - Elevates the Mind work

# The Darwinbox Approach To Artificial Intelligence

# Foundational Pillars of Darwinbox's AI

## Platform-based AI Capabilities for Rapid Innovation

A platform approach with common AI models serving multiple use cases, unlocks a pace of innovation like no other and enhances every interaction across the lifecycle

## Better Data = Better AI

Investments in tech from day 1 to handle large volumes of data including custom data and ability to ingest business data enhance AI performance



Built on the Most Modern Tech Stack

## Build Responsible, Secured & Governed AI

Enterprise grade AI deployments for best data security, additional bias checks to ensure fairness, and responsible AI checks by credible 3<sup>rd</sup> parties like Microsoft are investments we make to build AI that's worth your trust.

# Fastest Growing Global HCM Technology Platform

Transforming interactions between People & Technology

**950+**  
Global  
Enterprises



**3Mn**  
Users



**120+**  
Countries



Backed by Global Investors

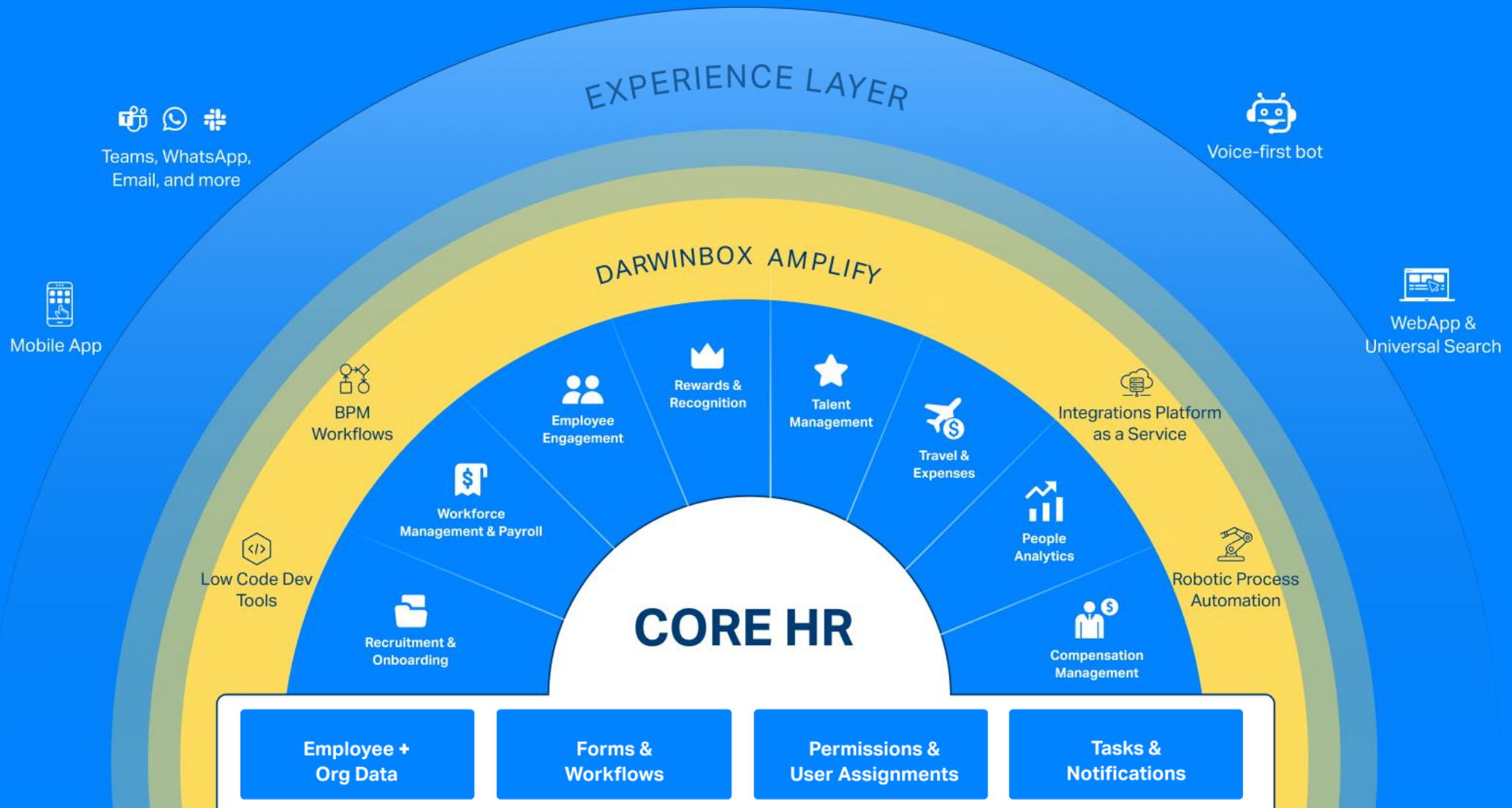




# On The Back Of A Modern & Comprehensive HCM Product

That Scaled Rapidly Over the Years

Achieved enterprise-grade product breadth & extensibility that compares with global competition



Trusted by  
950+ Enterprises

Global Brands  
in the region



250+ Replacements of



Asia's Largest  
Conglomerates



Leaders in Internet  
& Technology Sector



Iconic BFSI Brands



Large Manufacturing firms



Large Retail firms



**“Imagination is the  
source of all human  
achievements”**

Ken Robinson

**THANK YOU**



www.darwinbox.com